

## ANZAM 2018 PROGRAM

Stream		Stream Chairs	Stream		Stream Chairs
CONTH	Conference Theme	Prof Tim Bentley, Massey University Assoc Prof Bevan Catley, Massey University	OB	Organisational Behaviour	Dr Andrei Lux, Edith Cowan University Dr Joe Jiang, Deakin University.
ESSB	Entrepreneurship, Start-Ups and Small Business	Dr Martina Battisti, Massey University Dr Tanya Jurado, Massey University	PRO	Project Organising	Assoc Prof Erica French, QUT Assoc Prof Beverley Lloyd Walker, RMIT University
GDI	Gender, Diversity and Indigeneity	Dr Diane Ruwhiu, University of Otago Dr Dimitria Groutsis, University of Sydney	PSNFP	Public Sector Management and Not-for-Profit	Dr Wayne Fallon, Western Sydney University Dr Warren Staples, RMIT University
HMO	Health Management & Organisation	Dr Ann Dadich, Western Sydney University Dr Louise Kippist, Western Sydney University	SM	Strategic Management	Dr Conor O’Kane, University of Otago Prof Felix Arndt, Demontfort University
HRM	Human Resource Management	Dr Beni Halvorsen, RMIT University Dr Paula O’Kane, University of Otago	SSM	Sustainability and Social Issues in Management	Dr Melissa Edwards, University of Technology Sydney Assoc Prof Gabriel Eweje, Massey University
INT	International Management	Prof Pi-Shen Seet, Edith Cowan University Dr Shea Fan, RMIT University.	TISCM	Technology, Innovation & Supply Chain Management	Dr Arun Elias, Victoria University of Wellington Dr Matthew Pepper, University of Wollongong.
L&G	Leadership and Governance	Assoc Prof Herman Tse, Monash University Dr Marie dela Rama, University of Technology Sydney	DEL	Delivered paper session	
MED	Management Education and Development	Dr Peter McLean, University of Wollongong Dr Christa Wood, University of Wollongong	INTER	Interactive paper session	
MKT	Marketing & Communication	Dr Sujana Adapa, University of New England Dr Sandra Smith, University of Auckland	WS	Workshop	

### Tuesday 4 December 2018

0800-0830	Doctoral Workshop Registration	AUT University
0830-1730	Doctoral Workshop ( <b>Doctoral Workshop Delegates only</b> )	AUT University
	Indigenous Workshop	AUT University
1730-1800	First time Delegates Welcome	Great Room Prefunction
1800-1810	Welcome from LOC Chair	Great Room Prefunction
1810-2000	Conference Welcome Reception and Registration	Great Room Prefunction
	JMO Dinner	

### Wednesday 5 December 2018

From 0800	Registration opens	Great Room Prefunction
0900-0920	Mihi Whakatau	Great 1
0920-0930	MBS Dean	Great 1
0930-0950	ANZAM President’s Welcome: Official Opening of the 32 <sup>nd</sup> ANZAM Conference	Great 1
0950-1000	LOC Chair	Great 1
1000-1100	ANZAM Keynote Address: Cecilia Robinson Chair: A/P Bevan Catley	Great 1

1100 -1120	Morning Tea	Great Room Prefunction
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1120-1300 CONCURRENT SESSION ONE (100 mins/40 papers/3 workshops)											
	Delivered Sessions					Interactive Sessions			Workshops		
Room	Great 2 (196/83)	Great 3 (168/72)	Great 4 (308/120)	Crystal 1 (150/84)	Crystal 2 (150/84)	Greys (60)	Chandelier (40)	Gallery 4 (80)	Gallery 3 (40)	Gallery 1 (40)	Great 1 (484)
Stream	CONTH DEL 1	ESSB DEL 1	OB DEL 1	L&G DEL 1	HMO DEL 1	GDI INTER 1	PSNFP INTER 1	HRM INTER 1	WS1	WS2	WS 3
Chair					Sandy Leggat						
1120	<i>Managing the emotional face of sustainable work in scrutinized occupations: The example of bushfire emergency practitioners.</i>  Dwyer, Graham; Hardy, Cynthia; Tsoukas, Haridimos	<i>Understanding the Role of Social Media for Youth Entrepreneurial Ventures in Developing Nations.</i>  Ranasinghe, Gayathri; De Klerk, Saskia	<i>The Moderating Role of Gratitude on the Relationship between Emotion Regulation and Burnout.</i>  Guan, Bichen; Jepsen, Denise	<i>Great Leaders Do Everything: Indirect Effect of Transformational Leadership on Helping Behavior and Moderating Role of I-Deal.</i>  Kwok, Man Lung Jonathan; Wong, Macy; Duan, Jingyun	<i>Comparing the Australian and Italian nurses' safety practices.</i>  Trincherio, Elisabetta; Farr-Wharton, Ben; Xerri, Matthew; Brunetto, Yvonne	<i>How does the Social Status of Single Women Shape their Experiences in the Professional Workplace?</i>  Raji, Maryam; Metz, Isabel; Sojo, Victor	<i>Emergency medical services Response: Fire Department involvement and resource utilisation.</i>  Godfredson, Jeff; Winchester, Max; McGrath, Michael; Griffin, Joe	<i>Preliminary investigating the challenges in the operationalization of HRM practices within the Kingdom of Saudi Arabia Higher Education Sector.</i>  Al-Qahtani, Mohammad; Ayentimi, Desmond; Dayaram, Kantha; Pedigo, Kerry	<i>Emotions and Cognitions in the Rough – Project/Paper Development Workshop.</i>  Herman Tse, Neal Ashkansay, Peter Jordan, Kevin Lowe, Ashlea Troth	<i>Co-operative and Mutual Enterprises (CMEs) Research Frontier: Profiling Leading-Edge CME Research.</i>  Delwyn Clark, Tim Mazzarol, Sophie Reboud, Geoff Soutar, Elena Mamouni Limnios, Sandy Malherbe	<i>Getting published from your PhD: How to make it into international journals.</i>  Minas Kastanakis, Sarah Robinson
1140	<i>Understanding and Preparing for the Societal Impacts of Process Automation.</i>  Hedges, James; Bandara, Wasana; French, Erica	<i>The Influence of External Finance on SME Internationalisation.</i>  Wright, Joanne; Fiedler, Antje; Starr, Richard; Fath, Benjamin	<i>An Exploratory Study of Employees' Lived Experiences, Emotions and Paradoxes within the Paradoxical Open-Plan Office.</i>  Manchha, Asmita; Ayoko, Oluremi	<i>Funny Leader or "Funny" Leader? The influence of a humorous reputation on leadership.</i>  Cheng, David; Amarnani, Rajiv; Chan, Xi Wen (Carys)	<i>Nurse Manager as Employee Champion: Results from a Scoping Review Examining Retention in Healthcare.</i>  Crewe, Sandra; Girardi, Antonia	<i>Organised Subjectivity: The game of 'shift arrangement' and labour controls of international student workers.</i>  Guo, Hongbo	<i>Can integrating workplace health and wellbeing initiatives into existing leadership programs provide a sustainable solution for improving the health, wellbeing and performance of managers?</i>  Omnis, Leigh-ann; Tsey, Komla; Hakendorf, Marcia; Moylan, Robyn	<i>International business visits and firms' knowledge edge.</i>  Tani, Massimiliano			
1200	<i>Sustainable management control – capturing the dynamics of the management control field.</i>  Westelius, Alf; Westelius, Ann-Sofie	<i>Determinants and Outcomes of Intrapreneurship: A Review and Ways Forward.</i>  Wickramaarachchi, Deepthi	<i>Why do powerful leaders feel less lonely?</i>  Lam, Hodar; Shemla, Meir; Giessner, Steffen	<i>Towards a Distinct Identity for Critical Leadership Studies: From Relational to Relationalist Leadership.</i>  Wolfgram Cox, Julie; Hassard, John	<i>Increasing capacity in the Community sector: Using Positive Organisational Scholarship to inform and implement Emotional Resilience Training.</i>  Brunetto, Yvonne; Xerri, Matthew; Farr-Wharton, Ben	<i>Career progression of workers with an Asian cultural background to senior leadership positions in Australia: A review of the literature using a multi-level approach.</i>  Choi, Amy; Van Den Broek, Diane; Groutsis, Dimitria	<i>The Role of Volunteers in Social Innovation: A Research Overview</i>  Liang, Xiaoyan; Amarakoon, Upamali; Bird, Susan; Pearson, David	<i>A contextualised approach to selection in Lebanon: Exploring the particularities in different types of organizations.</i>  Hankache, Alissa; Festing, Marion; Muratbekova-Touron, Maral			
1220	<i>Disruptive technology, job insecurity and turnover: A three country study.</i>  Brougham, David; Haar, Jarrod	<i>Hear it straight from the horse's mouth: Entrepreneurs and government policies.</i>  Arndt, Felix; Daiqi, Wei	<i>Behavioural Disengagement: A mechanism for managing emotional labour outcomes.</i>  Wijeratne, Aaron; Kirk-Brown, Andrea; Van Dijk, Pieter	<i>On the Implicit Leadership Theories of Children.</i>  Escobar, Claudia; Billsberry, Jon; Molineux, John	<i>Managing nurses absenteeism in a context of budget cuts: An approach based on LMX relationships.</i>  Achmet, Veronique	<i>Career advancement and lifestyle balance strategies of senior executives in the South Australian Public Service.</i>  Ibrat, Syeda Nuzhat	<i>Culture Shift: A Framework for Culture Change in Australian Law Enforcement.</i>  Horsburgh, Shane; Wijratne, Aaron; Cameron, Roslyn	<i>Performance Appraisal Practices and Enactment of Managerial Values.</i>  Neher, Alain; Maley, Jane			
1240	<i>Sacrificing for meaningful work: NGO workers' resilience in the pursuit of meaning.</i>  Serghini-Idrissi, Aicha; Siegert, Steffi	<i>Emancipation through tourism entrepreneurship for women in Nepal – 'Empowerment Entrepreneurship'.</i>  Radel, Kylie; Hillman, Wendy	<i>Dissociating Self-perception from Perceptions of Organization: Effects of Post-Merger Conflicts on Employee Identification During Post-Merger Integration Process.</i>  Vu, Minh; Ozdemir, Salih	<i>Responsible Followership: Tenets of A New Construct.</i>  Lowe, Kevin; Riggio, Ronald	<i>Using Conservation of Resources Theory to examine the link between Work Harassment, Employee Well being and Safety Outcomes.</i>  Brunetto, Yvonne; Xerri, Matthew; Farr-Wharton, Ben; Trincherio, Elisabetta; Bongiovanni, Ivano; Beattie, Rona	<i>Lost Voices, Lost Careers. How Sustainable are Skilled Migrant Women's Careers in their Host Country?</i>  Odedra, Nimeesha	<i>Does split up of a mega city help achieve sustainable urbanisation objective? Evidence from Dhaka.</i>  Murad, Md Wahid; Alam, MD; Shahriar, Shawon; Abdullah, ABM; Ahmed, Ezaz	<i>HRM practices in Palestine.</i>  Irshaid, Farid			

1300-1400	Lunch	Great Room Prefunction
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1400-1540 CONCURRENT SESSION TWO (100 mins/40 papers/3 workshops)											
	Delivered Sessions					Interactive Sessions			Workshops		
Room	Great 2 (196/83)	Great 3 (168/72)	Great 4 (308/120)	Crystal 1 (150/84)	Crystal 2 (150/84)	Greys (60)	Chandelier (40)	Gallery 4 (80)	Gallery 3 (40)	Gallery 1 (40)	Great 1 (484)
Stream	INT DEL 1	ESSB DEL 3	GDI DEL 1	HRM DEL 1	MED DEL 1	SSM INTER 1	TISCM INTER 1	OB INTER 1	WS 4	WS 5	WS 6
Chair											
1400	<i>Positive Consequences of Language Asymmetries in MNC Subsidiaries.</i>  Sliwa, Martyna; Ciuk, Sylwia	<i>Is training and development associated with employees' affective commitment and propensity to enact innovative behaviours in small professional services firms?</i>  Susomrith, Pattanee; Coetzer, Alan; Ampofo, Emmanuel	<i>The Māori Identity and Financial Attitudes Survey: Background Methodology and Response Rates.</i>  Houkamau, Carla	<i>Mediated effect of harm of work on work intensification and occupational health outcomes: A Sustainable HRM Perspective.</i>  Mariappanadar, Sugumar	<i>Work-integrated Learning Design for Undergraduate Business Degrees: Perspectives of Students and Academics.</i>  Rook, Laura; McManus, Lisa	<i>Proposing a 'Holistic Value-Addition' (HVA) Framework of Sustainable Investment.</i>  Talan, Gaurav; Sharma, Gagan	<i>Determinants for the organizational configuration of manufacturing companies offering data-based services.</i>  Osterrieder, Philipp; Friedli, Thomas	<i>Why and When Servant Leadership Spurs Leaders and Followers to Speak Up: A Conservation of Resources Perspective.</i>  Lin, Xiaoshuang; Wu, Chia-Huei; Hirst, Giles; Chen, George	<i>Using qualitative methods to reimagine future work and workplaces.</i>  Sara Walton, Paula O'Kane, Diane Ruwhiu.	<i>Energying senior faculty: Keeping a spring in your step between your last promotion and retirement.</i>  Leisa Sargent, Alison Sheridan, Kate Kearins, Judith Pringle, Glenda Strachan, Neal Ashkanasy, Kerr Inkson.	<i>Health Management and Organisation Special Interest Group Workshop: Doing research for engagement and impact.</i>  Anne Smyth, Ann Dadich, Ben Farr-Wharton, Hazel Harden, Liz Fulop
1420	<i>Psychological contract across cultures: A comparison between connectivity expectations in New Zealand and South Korean organizations.</i>  Kim, Hee Sun; Obushenkova, Elena	<i>Making trouble or contribution? A pilot study and future research framework of entrepreneurs' roles in managing intragroup conflict.</i>  Lin, Xiao Song; Mu, Zhi Rong; Wu, Wen Hua; Bao, Hai Zhou	<i>Review and Recommendations: Challenges of Indigenous research in Vietnam.</i>  Alang, Tho; Stanton, Pauline; Trau, Raymond	<i>Nursing Nurses' Emotions: The Coping Strategies of Sri Lankan Nurses.</i>  Wanninayake, Shalini er	<i>Career outcomes among Business and Creative Arts graduates.</i>  Jackson, Denise; Bridgstock, Ruth	<i>Land Readjustment for Sustainable Development in Challenging Contexts.</i>  Mohammadi, Hossein; Pick, David; Marinova, Dora; Newman, Peter	<i>Information Control in Complex Organizational Buying Processes.</i>  Karunarathne, Lakshi; Prior, Daniel	<i>How to reciprocate non-standard work arrangements? The mediating role of voice behaviour and moderating role of job enlargement on i-deals and helping behaviour.</i>  Wong, Macy; Kwok, Man Lung Jonathan; Duan, Jingyun			
1440	<i>M&amp;A Motives and Home Country Development: Evidence from Asian-Pacific Acquisitions in Europe.</i>  Larsen, Matthew; Zamborsky, Peter	<i>The journey from novice to expert: How microfinance-funded entrepreneurs gain business expertise.</i>  Ranabahu, Nadeera; Barrett, Mary	<i>The influence of tribal aspirations on outcomes in iwi organisations.</i>  McCurdy, Lyn	<i>Burnout / Engagement Experiences in Australian and Malaysian Academics.</i>  Chan, Shirley; Biggs, Amanda; Troth, Ashlea	<i>Business research methods education on the MBA programme, Victoria Business School, Aotearoa New Zealand.</i>  Fleming, Racheal; Cavana, Robert	<i>Mapping the evolution of relevance in climate change research.</i>  McCabe, Angela; Osegowitsch, Tom	<i>Appropriation of intellectual property: A multiple cross-case analysis of sme practices.</i>  Hussain, Sairah; Terziovski, Mile	<i>Influence of Overall Justice on Pro-environmental Behaviors: The Role of Prosocial Motivation and Moral Identity.</i>  Loi, Raymond; Liu, Yan; Chow, Wing Chi			
1500	<i>Developing a nuanced understanding of foreign language competence in MNEs and its implications for global talent management.</i>  Ciuk, Sylwia; Sliwa, Martyna	<i>Understanding Entrepreneurial Opportunity from the Muslim Entrepreneurs' Perspective: A Process Approach.</i>  Sidek, Farhana	<i>Individualised versus standardised approaches to career development in the AFL: A diversity lens.</i>  Ferrer, Justine; Turner, Paul; Khatibi, Mahsa	<i>Work-life programs and performance in Australian organisations: The role of organization size.</i>  Akter, Kohinur; Ali, Muhammad; Chang, Artemis	<i>Unloved, unwanted, misunderstood, or just forgotten? Exploring the mystery of qualitative secondary data in management research.</i>  Macht, Stephanie; Chapman, Geoffrey	<i>Understanding the complexity of resilience: the case of BTS.</i>  Rose, Teresa; Thomas, Janice	<i>Formal and Informal Innovation Strategies in Chinese Family Firms.</i>  Gurd, Bruce; Cui, Xuegang; Zhou, JIanghua; Deng, Xin; Tucker, Basil	<i>Moderating Role of Blame Attribution between the Relationship of Psychological Contract Breach and Employee Outcomes in the South Asian Context.</i>  Ahmed, Ezaz; Abdullah, ABM; Murad, Md Wahid			
1520	<i>Do foreign investors need the advice of local experts despite international experience?</i>  Brindlmayer, Karl; Fisch, Jan Hendrik; Gudergan, Sigg	<i>Entrepreneurial Learning and Fear of Failure: An Empirical Investigation in the Context of International Opportunity Evaluation.</i>  Dong, Kechen; Muzychenko, Olga	<i>Māori responsiveness: What it means, why mainstream organisations do this and what differentiates those that do it well?</i>  Mika, Jason; Toulson, Paul; Barnett, Shirley; McCurdy, Lyn; Bentley, Tim	<i>Work-life programs and outcomes in Australian organisations: The role of the human resource system.</i>  Akter, Kohinur; Ali, Muhammad; Chang, Artemis	<i>Using Social and Emotional Learning to Improve Ph.D. Student Well-being and Performance: A Review and Proposed Training Program.</i>  Edwards, Marissa; King, Jemma; Nichols, Elizabeth; Gallagher, Erin	<i>Why are management scholars missing from urban ecology?</i>  Collins, Eva	<i>Factors affecting Enactment of Technology by Individuals in Organizations.</i>  Mumtaz, Mohammad	<i>The relationship between fairness and deviant behaviour: Do entitlement perceptions matter.</i>  Langerud, Dan Henning; Jordan, Peter; Biggs, Amanda; Xerri, Matthew			
1540-1600	Afternoon Tea			Great Room Prefunction							
1600-1700	ANZAM Educator of the Year Workshop			Crystal 2							

1600-1740 CONCURRENT SESSION THREE (100 mins/38 papers/3 workshops)											
	Delivered Sessions					Interactive Sessions			Workshops		
Room	Great 2 (196/83)	Great 3 (168/72)	Great 4 (308/120)	Crystal 1 (150/84)	Gallery 3 (40)	Greys (60)	Chandelier (40)	Gallery 4 (80)	Crystal 2 (150/84)	Gallery 1 (40)	Great 1 (484)
Stream	OB DEL 2	ESSB DEL 2	PSNFP DEL 1	CONTH DEL 3/ MED DEL 2	GDI DEL 2	HRM INTER 2	SSM INTER 2	L&G INTER 1	WS 7	WS 8	WS 9
Chair											
1600	<i>Political skill and career success: Exploring the mediating role of mentoring and moderating role of career adaptability.</i>  Usman, Muhammad; Anwar Ul Haq, Muhammad	<i>How SME Owners and Managers Leverage their Personal Social Resources for Wellbeing and Performance.</i>  Gibb, Jenny; Ho, Marcus; Teo, Stephen; Singh, Smita; Thien, Georgie	<i>The Role Stressors, Participation, and Supportive Leadership on Non-profit Employee Wellbeing.</i>  Thomas, Ismoyo; Newton, Cameron	<i>Exploring the 'employment' dimension of decent work among cleaners in Mauritius.</i>  Lukea Bhiwajee, Soolakshna; Ramseook Munhurrn, Prabha; Naidoo, Perunjodi	<i>Work-family conflict and work engagement: A Chicken- Egg question?</i>  Farivar, Farveh; Yaghoubi, Mohsen	<i>The Effect of Workplace Bullying on Work-Family Conflict: A Mediating Role of Emotional Exhaustion.</i>  Liang, Huai-Liang; Li, Zhi- huei	<i>Integrating Mindfulness and Social Sustainability: A Critical Review.</i>  Sajjad, Aymen; Shahbaz, Wahab	<i>Silence in the boardroom: A discourse analysis approach.</i>  Ward, Carolyn	<i>Teaching Leadership: Holistic Leadership Development Program Using the Servant Leadership Framework.</i>  (60 mins)  Sen Sendjaya	<i>Examining Mediation and Moderated Mediation in Management Research.</i>  Gordon Cheung	<i>Using Positive Organisational Scholarship (POS) to identify strategies and skills for building resilience leadership in public, private and NFP healthcare middle managers to ensure high wellbeing.</i>  Yvonne Brunetto, Ben Farr-Wharton, Anneke Fitzgerald, Rona Beattie, Katrina Radford, Ivano Bongonvani, Elisabetta Trinchero, Rod Farr-Wharton
1620	<i>The relationship between work engagement and career commitment: The mediating effects of role innovation and the moderating effects of team conflict.</i>  Mudannayake, Buddhika; Bhanugopan, Ramudu	<i>Getting by with help from the family: The impact of family-to-business support on entrepreneurial stress and creativity of informal sector women micro-entrepreneurs in Sri Lanka.</i>  Wijewardena, Nilupama; Samaratunge, Ramanie; Sisira Kumara, Ajantha; Newman, Alex; Abeyskera, Lakmal	<i>Do reflective practitioners deliver successful organisational change? Evidence from public sector in Australasia.</i>  Ahmed, Hafa	<i>Using Social and Emotional Learning to Improve Ph.D. Student Well-being and Performance: A Review and Proposed Training Program.</i>  Edwards, Marissa; King, Jemma; Nichols, Elizabeth; Gallagher, Erin	<i>Diversity, equity and employees from non-English speaking backgrounds in the Australian public service.</i>  Opere-Addo, Joyce	<i>Connecting the dots between Transformational Leadership and Innovative Work Behaviour among Hotel Employees: The role of Organisational and Community Embeddedness</i>  Amankwaa, Albert; Susomrith, Pattanee; Seet, Pi-Shen	<i>Businesses' Response to Workplace Sustainability: Institutional Perspective.</i>  Balakrishnan, Shanggari; Sandhu, Manjit; Tjiptono, Fandy	<i>The relationship between leader-member exchange and employee creativity: The art of making workplace innovative.</i>  Aslam, Quratulain; Choudhary, Ali; McMurray, Adela; Muenjohn, Nuttawuth; Ali, Rabia			
1640	<i>Understanding Job satisfaction and turnover intentions: Do we really know the relationship?</i>  Junaid, Fatima; Haar, Jarrod	<i>Sustainable entrepreneurship: What do sustainable tourism SMEs teach us about business model?</i>  Reboud, Sophie; Ballereau, Valerie	<i>Resilience at work: An explanatory framework for resilience-enabling leadership behaviours.</i>  Franken, Esme; Plimmer, Geoff; Malinen, Sanna; Bryson, Jane	<i>Indigenous arts practice: Promotes health and wellbeing, keeps culture alive, sustains cultural heritage and provides sustainable work.</i>  Daniels, Carolyn; Fredericks, Bronwyn	<i>Determinants of Migrant Career Success: A Study of Recent Skilled Migrants in Australia.</i>  Rajendran, Diana; Ng, Eddy; Sears, Greg; Ayub, Nailah	<i>Challenging Experiences: How Do They Create Positive Developmental Impact in the Context of Transitioning Leaders.</i>  Srinivasan, Kalpana; M.G., Jomon	<i>Do the Four Immeasurables impact on Employee Ethical Decision-Making in Organisations in Sri Lanka?</i>  Jayawardena-Willis, Thushini	<i>The benefits of leaders trusting their followers: A CEO's perspective.</i>  Henfling, Otto			
1700	<i>Workspace Territoriality in the Context of Organisational Change.</i>  Kromah, Momo; Ayoko, Oluremi; Ashkanasy, Neal	<i>The Role of Sociomateriality in Coworking-Spaces on Entrepreneurship.</i>  Aslam, Muhammad; Bouncken, Ricarda; Nagel, Eckhard; Arndt, Felix	<i>The future of continuous improvement in Local government - an agenda for future research.</i>  Davidson, Janelle		<i>Perceptions of gender diversity initiatives— A case study of a Japanese hotel chain.</i>  Hosoda, Masahiro; Toyosaki, Hitomi; Hayakawa, Miyu; Suzuki, Kenichi	<i>An examination of the level of and factors contributing to employee engagement: A case study in Saudi Arabia.</i>  Alghaith, Hussain	<i>Challenges for Implementing Sustainable Supply Management: Evidence from Bangladeshi Multi-tier Apparel Suppliers.</i>  Nath, Shobod; Eweje, Gabriel; Bathurst, Ralph	<i>Sustaining the Nursing Workforce through Transformational Leadership: A Tasmanian Perspective.</i>  Moon, Sarah; Van Dam, Pieter			
1720	<i>Workplace Ostracism, Knowledge sharing and Task Performance: the moderating role of task interdependence.</i>  Zhao, Yiran; Wang, Xing-chao; Chen, Chen; Guo, Hui-dan; Shi, Kan	<i>Entrepreneurial anger, fear and sadness: Identifying antecedents of negative emotion from entrepreneurs' anonymous online posts.</i>  Williamson, Amanda; Ferri, Cèsar; Battisti, Martina	<i>Psychosocial safety climate and leadership as antecedents to prevent bullying: Their importance in high emotional labour jobs.</i>  Plimmer, Geoff; Teo, Stephen; Nguyen, Diep		<i>How does self-identity influence the experiences of floating populations? An examination of the Lao Piao group in Australia.</i>  Wang, Yan; Dadich, Ann; Fan, Youqing	<i>You've got a friend in me: Importance of leadership in employee career management.</i>  Hess, Narelle; Jepsen, Denise	<i>Understanding Sustainable Procurement: An Innovation Adoption Conceptual Framework.</i>  Etse, Daniel	<i>Responsible Machiavellianism.</i>  Liyanaganame, Nilupulee; Fernando, Mario; Peltokorpi, Vesa			

1730-1930	Co-operative and Mutual Enterprises (CME) SIG Event (Registered Attendees only)	Crystal 1
1730-1830		Gallery 2

Thursday 6 December 2018		
0800-0850	Registration	Great Room Prefunction
0900-1000	ANZAM Keynote Address: Volker Kuntzsch Chair:	Great 1
1000-1030	ANZAM Stream and Excellence Awards Presentation Ceremony	Great 1

1030-1100	Morning Tea	Great Room Prefunction
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1100-1240 CONCURRENT SESSION FOUR (100 mins/35 papers/3 workshops)											
Delivered Sessions				Interactive Sessions				Workshops			Event
Room	Great 2 (196/83)	Great 3 (168/72)	Great 4 (308/120)	Crystal 1 (150/84)	Crystal 2 (150/84)	Greys (60)	Chandelier (40)	Gallery 3 (40)	Gallery 4 (80)	Gallery 1 (40)	Great 1 (484)
Stream	HRM DEL 2	L&G DEL 2/SSM DEL 3	OB DEL 3	CONTH DEL 2	GDI INTER 2	HMO INTER 1	MED INTER 1	WS 10	WS 11	WS 12	SIG Convenors Forum
Chair	Michael Hodgins						The Future of Work – Unleashing the Potential of Small Business.				
1100	<i>High Performance Work Systems and Employee Creativity Behaviors: Testing a Moderated-Mediation Model.</i>  Ghafoor, Azka; Haar, Jarrod; Daellenbach, Urs; Davenport, Sally	<i>Cognitive and affective ramifications of leader anger in Asian and Western Cultures.</i>  Shao, Jeff; Martin, Lee	<i>Different Voicers: A LPA of Voice Behavior in Organization.</i>  Lam, Wing; Tang, Yipeng; Zhijun, Chen; Chen, Ziguang; Law, Raymond	<i>Ethical Leadership, Ethical Climate and Workplace Negative Acts: A Meta-Analytic SEM Study.</i>  Teo, Stephen; Nguyen, Diep; Mcghee, Peter; Grant, Patricia	<i>Progress in Affirmative Action: How Backlash is Holding us Back.</i>  Lam, Andrew; Ng, Eddy	<i>Leadership in Victorian Clinical Directorates: An insider's perspective.</i>  Keenan, Marina; Wilson-Evered, Elisabeth; McGrath, Michael	<i>The good leader: Exploring students' learning experiences of an arts-based experiential activity for ethical leadership development.</i>  Pouthier, Vanessa; Roberts, Victoria	Tui McKeown, Geoff Soutar, Tim Mazzarol, Sujana Adapa, Jason Mika	<i>Student classroom friendships: Impacts and educator responsibilities.</i>  Rachel Morrison, Helena Cooper-Thomas, Nimbus Staniland, Steffi Siegert, Barbara Plester	<i>Management Research for Sustainable Impact - Using the UN Sustainable Development Goals (SDG) to Drive Our Research Programs.</i>  Ross Chapman, Anneke Fitzgerald	
1120	<i>Newcomer person-job misfit, turnover and performance: Roles of person-group and person-mentor fit.</i>  Fang, Li-Chun; Chi, Nai-Wen; Shen, Chi-Tai; Fan, Hsiao-Ling	<i>Family Control and Corporate Innovation in Bank-dominated Corporate Governance: Evidence from Japan.</i>  Sakawa, Hideaki; Watanabel, Naoki	<i>The Effect of Voice Behavior on Work Bullying and Employee Well-Being: A Mediating Role of Leader-Member Exchange.</i>  Tsai, Chia-Chen; Hsu, Ya-Chi; Liang, Huai-Liang	<i>Mindfulness and Sustainability: An Occupational Health and Safety Perspective.</i>  Shahbaz, Wahab; Sajjad, Aymen	<i>Feeling the knowing: Indigenous epistemologies that go beyond cognition.</i>  Dell, Kiri	<i>Who are the key-informants in health management research? Developing a sampling technique using stakeholder theory.</i>  Cully, Ashley; Bartels, Peter; Fitzgerald, Anneke	<i>The Role of Cultural Exposure at Pre-Study Period in Cultural Intelligence development: Exploratory Study of International Students.</i>  Iskhakova, Marina				
1140	<i>Examining Multilevel Effects on Turnover Intentions in Aged Care.</i>  Farr-Wharton, Ben; Xerri, Matthew; Brunetto, Yvonne	<i>The Interactive Effect of Board Incentives and Board Capital on Firm Financial Performance.</i>  Nguyen, Tien; Westcott, Mark; Shields, John	<i>Standing on the Shoulders of Others: A Knowledge-Cognition Interactionist Perspective of Tie Strength and Individual Creativity.</i>  Wang, Yuanyuan	<i>An exploration of how Australian universities are improving the health of their employees.</i>  McDonald, Hayden; Gould, Ryan	<i>Moving from the fringe of economic existence – innate challenges for Aboriginal and Torres Strait Islander businesses in Australia.</i>  Jones, Mark; Rose, Mark	<i>Reputation management in public healthcare organisations.</i>  Kosiol, Jennifer	<i>Reputation management in public healthcare organisations.</i>  Zhang, Kun; Zhu, Yunxia; Liesch, Peter; Jiao, Hao				
1200	<i>If High Performance Work Practices Are So Effective, Why Isn't Everyone Using Them?: An Exploratory Study of the Adoption of HPWP in Australian Workplaces.</i>  Harley, Bill; Choi, Daejeong; Gahan, Peter; Theilacker, Max	<i>Think leader, think male: The role of gender on the relationship between supervisor negative affect and subordinate self-efficacy to regulate work and life.</i>  Chan, Xi Wen (Carys); Kalliath, Thomas; Cheng, David	<i>Exploring how and when employee daily positive and negative moods relate to daily promotive and prohibitive voice.</i>  Chi, Nai-Wen; Yang, JiXia; Achyldurdyeva, Mayya	<i>The unboxing experience: What do customers expect beyond the core product? A study of fashion product packaging in online retail.</i>  Sahni, Harleen; Gadhavi, Priti	<i>Mātauranga-a-wāhine: Māori women's knowledge reconstructing the Māori economy.</i>  Ruwhiu, Diane; Carter, Lyn; Amoamo, Maria; Staniland, Nimbus	<i>The Awareness, Knowledge, Understanding and Choice Behaviour Regarding Sugar in Food and Beverage among Australian Consumers: A Protocol for Action.</i>  Shafei, Ingy; Rasul, Tareq; Khan, Huda	<i>Factors inhibiting university-industry collaboration (UIC) in Australian Business Schools: A view from the trenches.</i>  Holland, Peter; Nyland, Christopher; Liang, Xiaoyan; Tham, Tse Leng				
1220	<i>Perceived overqualification and turnover intentions: Examining the roles of perceived organizational support and internal / external work experience.</i>  Kubovcikova, Annamaria; Chan, Xi Wen (Carys)	<i>Impact of Ethical Climate on Codes of Conduct, Ethical Leadership and Willingness to Report Ethical Behaviours.</i>  Nguyen, Diep; Chuah, Swee Hoon; Teo, Stephen; Pick, David	<i>Managing workplace humor: Yes, we're serious about this!</i>  Plester, Barbara; Inkson, Kerr	<i>Constructs of business sustainability from top Australian and New Zealand corporate leaders' communications: conceptual and empirical.</i>  Imam, Tasadduq	<i>Women, entrepreneurship and work-life interface in Pakistan.</i>  Faiz, Rafia; Mukhtar, Aamna	<i>Hospital in the Home (HITH) Practices in the New Zealand Healthcare System: An analysis of websites of the district health boards.</i>  Lowe, Kevin; Bathula, Hanoku	<i>Learning from Student Experience of a Business Capstone Course.</i>  Chew, Yin Teng; Jogulu, Uma; Tong, Jane L.Y. Terpstra				

1240-1340	Lunch	Great Room Prefunction
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1340-1520 CONCURRENT SESSION FIVE (100 mins/40 papers/2 workshops)											
	Delivered Sessions					Interactive Sessions			Workshops		Event
Room	Great 2 (196/83)	Great 3 (168/72)	Great 4 (308/120)	Crystal 1 (150/84)	Crystal 2 (150/84)	Greys (60)	Gallery 1 (40)	Gallery 3 (40)	Gallery 4 (80)	Chandelier (40)	Great 1 (484)
Stream	GDI DEL 3	PRO DEL 1	OB DEL 4	MKT DEL 1	SM DEL 1	HRM INTER 3	CONTH INTER 1	OB INTER 3	WS 13	WS 14	Ask an ANZAM
Chair					Manfred Schwaiger						
1340	<i>Managing Intersectionality for Sustainable Work: Cracking the Glass Cultural Ceiling.</i> Groustis, Dimitria; O'Leary, Jane; Remedios, Rose	<i>Role of Organizational justice and Organizational Citizenship Behavior's Relationship in Project Based Organization: Mediating Role of Psychological Ownership.</i> Kanwal, Narmeen; Rafique, Muhammad; Awan, Usama	<i>Psychological empowerment and employee proficiency.</i> Farivar, Farveh; Ayentimi, Desmond; Yaghoubi, Mohsen	<i>A Duck Talking to a Goose? Sales and Marketing Collaboration in China.</i> Ho, Hedy; Burton, Suzan; Nesbit, Paul	<i>Tracing the value circuit in a contemporary economic context: a consumer unmet needs approach.</i> Pain, Ralph; Munoz, Albert	<i>A Proposed Theoretical Model for the Business Intelligence Interface for Human Resource Practitioners.</i> Schultz, Cecile; Nel, Pieter	<i>Women in Ensuring the Urban Food Security for Sustainability: a Case of Sri Lanka.</i> Kalansooriya, Chandanee; Jayarathne, Potupitiya; Gunasekara, Welamedde Gedara	<i>Performing Well by Behaving Good: Investigating CEO Altruism and Employee Attitudes at Small and Medium Enterprises.</i> Siddiq, Dedi; Jepsen, Denise; Muhidin, Salut	<i>Award winning teaching and impactful management education research - How to attain success?</i> Sujana Adapa, Tui McKeown, Damian Ruth, Mario Fernando, Subba Reddy Yarram	<i>Managing a Sustainable Volunteer Workforce - New Trends and Insights from the Volunteering Sector.</i> Djurre Holtrop, Megan Paull, Darja Kragt, Mina Askovic, Patrick Dunlop	<i>Ask an ANZAM mentor.</i> ANZAM Mentors will be available to provide Career Coaching, Inspiration, and Advice. Small groups and an informal setting will give you the chance to ask the questions you really want answered.
1400	<i>Woman on the Top Level: Shattering the glass ceiling.</i> Sunaryo, Sinto; Sukoco, Badri; Ratmawati, Dwi; Ekowati, Dian	<i>Is there a 'project myopia'? Revisiting the project stakeholder perspective.</i> Ahmed, Hafsa	<i>Stuck in a rut - Can I try something different? The role of intrinsic motivation and mood in the creative performance of ICT professionals.</i> Piplani, Rohit; Bentley, Tim; Taskin, Nazim	<i>Brands, branding and branding professionals: an exploration of the practice of branding work.</i> Johnston, Allannah	<i>The Impact of Press Releases on Corporate Reputation.</i> Eberhardt, Johanna; Schwaiger, Manfred	<i>Green HRM practices, transformational leadership, and personality attributes as antecedents of employee engagement with environmental initiatives: A conceptual framework.</i> Ababneh, Omar	<i>The mediating role of employee based-brand equity in an environmental orientation and organisational performance relationship: A comparative study.</i> Wisker, Zazli; Kwiatek, Piotr; Ersoy, Ayse	<i>Trust, Safety and Learning in Organizational Teaming: An Application of Organizational Behavior Models to Human-Animal Teamwork.</i> Alexander, Elaine			
1420	<i>The impact of top management team gender diversity on performance.</i> Luangth, Nalongded; Ali, Muhammad; Aktier, Kohinur	<i>Managing knowledge across project boundaries: A holistic approach.</i> Tywoniak, Stephane; Galvin, Peter	<i>Transformational leadership and public service employees' growth satisfaction in job, job stress and burnout: the mediating role of interpersonal communication satisfaction.</i> Rajesh, J; Prikshat, Verma; Saeed, Muhammad	<i>Analog Representations of 'Place' in Destination Branding Campaigns: Creative Executions from India.</i> Joshi, Amrita; Sharma, Kamal	<i>The Effect of Top Management's Age on a Firm's Digital Innovativeness and Efficiency from a Metastructuring Perspective.</i> Pesch, Robin; Bouncken, Ricarda; Nagel, Eckhard	<i>Work Readiness and Career Resilience of Project Management Graduates: Essentials in the Face of Global Skills Shortages.</i> Borg, Naomi; Borg, Jessica; Scott-Young, Christina	<i>Sustainable HRM - Is it just rhetoric without employee voice?</i> Paulet, Renee; Holland, Peter	<i>Gaze and Posture in Collaborative Building: A multimodal video analysis of emergent shared knowledge.</i> Pirini, Jesse; Geenen, Jarret			
1440	<i>Australian women's career transitions: Leveraging time for sustainable work.</i> Daniels, Carolyn; Radel, Kylie; Hillman, Wendy	<i>Sustainability of Off-Grid Community Energy Projects: A Case Study of the Management of Micro-Hydro Projects in Nepal.</i> Poudel, Bharat; Parton, Kevin; Maley, Jane	<i>"You need to sell the university": International-branch campus lecturers' orientations toward supporting marketing activities.</i> Swenddal, Heather; Nkhoma, Mathews; Gumbley, Sarah	<i>Brand Extension Success Factors: What Really Matters to the Consumer.</i> Hamed, Mohamed; Shafei, Ingy	<i>"Environmental Concerns, Resource-Redundancy Dependence, and Network Reconfigurations."</i> Lukacs de Pereny Martens, Sandor	<i>Future of Work and its Perceived Impact on Mid-Career Professionals - A Conceptual Study.</i> Mahapatra, Gopal; Dash, Sadhna; Londhe, Amruta	<i>Developing collective leadership for sustained advantage in tourism destinations.</i> Fang, Marcela; Armstrong, Anona; Nguyen, Thu	<i>A Model for Change Management for the Australian Construction industry.</i> Hubscher, Darren; Cameron, Roslyn; Kalendra, Diane			
1500	<i>Transformations of women in tourism work: A case study of emancipation in rural Nepal.</i> Hillman, Wendy; Radel, Kylie	<i>Understanding the Role of Communication in Transforming the Project Management World.</i> Acharjee, Raj; Lockhart, Pamela; Bi, Rui	<i>The Flourishing of School Principals: An Action Research Study.</i> Molineux, John; Fraser, Adam; Willetts, Bob	<i>Impulsive betting behaviour: The impacts of food and substance consumption.</i> Li, En; Hing, Nerilee; Russell, Alex; Vitartas, Peter	<i>Forces and obstacles of family firm's digital transformation: Insights from a qualitative study.</i> Bouncken, Ricarda; Nagel, Eckhard; Pesch, Robin; Cesinger, Beate	<i>Creating the environment: relational contexts for sustainable work.</i> Parkinson, Ann	<i>Trusting Friend or Complacent Foe: Perceptions of Automation within the Human Agent.</i> Hubbard, Patricia	<i>Dominance vs. strategic deference: theoretical propositions identifying how structurally equal task experts may form legitimacy perceptions and react to claims for power by peers.</i> Wickramasinghe, Gayathri			

1540-1600	Afternoon Tea	Great Room Prefunction
1600-1720	Heads of School of Management (HOSOM) Network Meeting <b>(For HOSOM Members only)</b>	Great 1

1600-1720 CONCURRENT SESSION SIX (100 mins/40 papers/2 workshops)											
Delivered Sessions						Interactive Sessions			Workshops		Event
Room	Great 2 (196/83)	Great 3 (168/72)	Great 4 (308/120)	Crystal 1 (150/84)	Crystal 2 (150/84)	Greys (60)	Chandelier (40)	Gallery 3 (40)	Gallery 4 (80)	Gallery 1 (40)	Great 1 (484)
Stream	HRM DEL 3	ESSB DEL 4/PRO DEL 2	SSM DEL 1	INT DEL 2	TISCM DEL 2	OB INTER 2	SM INTER 1/ESSB INTER 2	SSM INTER 3/MED INTER 2/MKT INTER 1	WS 15	WS 16	HOSOM Meeting
Chair											
1600	<i>Giving Children their Due Voice in Management Research.</i> Mutter, Joanne	<i>The Moderating Role of Risk Taking, Innovativeness and External Barriers on Indonesian SME.</i> Dhewanto, Wawan; Herliana, Sri; NurRizqi, Vania; Williamson, Ian; Yunita, Fera	<i>Corporate Approach to Human Sustainability: Integrating Human Sustainability Initiatives into CSR Strategy in Large Japanese Companies.</i> Kobayashi, Kazunori; Eweje, Gabriel; Tappin, David	<i>Self-Certainty and Unethical Behaviour Across Three Culture Types: The Mediating Roles of Moral Self Concept.</i> Harati, Hamidreza; Ashkanasy, Neal; Kouchaki, Marvam	<i>Surviving on markets for standardized products.</i> Herzog, Valerie; Fisch, Jan Hendrik	<i>The Effect on Organizational Citizenship Behavior and Leader-Member Exchange Relationship: Gossip as a Moderating Effect.</i> Zhao, Kai-Zhen; Ma, Xiao-Qin; Liang, Huai-Liang	<i>Verticals: Is it old wine in a new bottle? Or a new wine in old bottle?</i> Tiwari, Shalini; Dugal, Mohinder	<i>Gender effect on university students' alcohol expectancies and self-esteem.</i> Sharma, Bishnu; Kotey, Bernice; Reinhard, Karin	<i>Publishing Research-Based Books for Practicing Managers.</i> Kerr Inkson, Barbara Plester	<i>The Older Face of Sustainable Work: Late-Career Experiences &amp; Transition to Retirement.</i> Prashant Bordia, Carol Kulik, Ayesha Abbasi, Christina Cregan, Patrick Garcia, Michael Milkovits, Sanjeeva Perera, Lee Sarandopoulos	<i>The Real Coal Face: Valuing, Empowering and Creating a Sense of Belonging for Sessional Staff.</i>
1620	<i>Managing sustainable careers: The challenge for dual-career professionals.</i> Clarke, Marilyn; Scurry, Tracy; Smith, Mark	<i>Gender matters: Unleashing the potential of professional agribusiness services.</i> Sheridan, Alison; Newsome, Lucie	<i>Introducing family engagement in organizational practices for attaining the common good.</i> Mishra, Pavitra	<i>The role of political networking in strategic sensemaking: An extended model.</i> Sharmelly, Rifat	<i>Conceptualizing (multiple) stakeholder engagement(s) at early stages of the innovation process.</i> O'Kane, Conor; Haar, Jarrod; Daellenbach, Urs; Davenport, Sally	<i>Personality traits and burnout: Emotional contagion as a moderator in service oriented organisations.</i> Elevarasi, Anitha; Suganthi, L; Rajesh, J; Prikshat, Verma	<i>A New Look at Strategy Absence and a Framework for Future Research.</i> Venter, Petrus	<i>Content Analysis of Corporate Social Responsibility Disclosures: An Assessment of Approaches.</i> Khan, Majid			
1640	<i>Frontline Managers and Performance Management – The Impact of Support.</i> Lee, Qian Yi	<i>To what extent does digitization impact the business models of SMEs in a low-tech sector? Lessons from a traditional sector of the French economy: The agri-food sector.</i> Reboud, Sophie; Lequin, Sonia; Tanguy, Corinne; Ballereau, Valerie	<i>Humanistic Management Performativity 'in the Wild': The Role of Performative Bundles of Practices.</i> Laasch, Oliver; Dierksmeier, Claus; Livne-Tarandach, Reut; Piron, Michael; Fu, Ping Ping; Qu, Qing	<i>An Integrated Framework for Strategic International Human Resource Management: Combining Internationalization Strategies and the 5-P Model of Strategic Human Resource Management.</i> Weng, Nana; Olsen, Jesse	<i>Perception Gap vs. Performance Gap: An Integrative Performance Management Framework for Service Supply Chains.</i> Asian, Sobhan; Lu, Dawei; Ertek, Gurdal; Sevinc, Mete	<i>Exploring the interactive role of work engagement and harmonious passion on recovery experiences and emotional exhaustion.</i> Lajom, Jennifer Ann; Stanway, Alicia; de Carvalho Filho, Moises Kirk	<i>Sociomaterial Relations in an Innovating Start-up Company: The Case of Micro X.</i> Dawson, Patrick	<i>Sustaining Large Teaching Teams: Exploring Best Practice for Managing Casual Academic Staff.</i> Nichols, Elizabeth; Strong, Ross			
1700	<i>Having Entrepreneurial Friends and Following Them? The Role of Friends' Displayed Emotions in Students' Career Choice.</i> Zhu, Fei; Fan, Shea	<i>Agripreneurs and Agriventures in India - Interplay of Contextual Dimensions.</i> Adapa, Sujana; Yarram, Subba	<i>Social Responsibility of Airports.</i> Dhakar, Subas; Mahmood, Muhammad; Wiewiora, Anna; Brown, Kerry; Keast, Robyn	<i>Controlling third-party recruiter behaviour in Australian and New Zealand export education industries.</i> Nikula, Pii-Tuulia; Kivistö, Jussi	<i>Dynamic capabilities and firm performance: A supply chain perspective.</i> Kalubanga, Matthew; Gudergan, Siegfried; Oloruntoba, Richard	<i>To the (Not so) Bitter End: Termination or Re-defining of Leader-Member Exchange Relationships.</i> Baugh, Gayle	<i>An Integrated Approach for Evaluating Regional Business Development Ecosystems.</i> Daniel, Lisa; Scheepers, Margarietha; De Klerk, Saskia	<i>Intention Matters: Mindfulness and Consumer Complaining Behavior.</i> Srivastava, Himanshu; Singh, Gurbir; Ranjan, Deepak			
1720	<i>Employee Skills in 2040.</i> O'Kane, Paula; Walton, Sara; Ruwhiu, Diane	<i>Entrepreneurial and improvisational capabilities in project-based organizations.</i> Biesenthal, Christopher; Gudergan, Siegfried; Maghzi, Atefeh	<i>Modern slavery: Exploring exploitations of slaves.</i> Nazir, Omer; Alakavuklar, Ozan; Prichard, Craig	<i>Patterns of coping in expatriate spouses: A longitudinal study.</i> Collins, Heidi; Bertone, Santina	<i>Factors Influencing Instagram Adoption among Malaysian Small and Medium Enterprises (SMEs).</i> Harun, Zuraini; Tajudeen, Farzana Parveen	<i>The importance of co-workers as well as supervisors for feeling and acting positively towards our organisations.</i> Bradley, Lisa; Newton, Cameron; Sedaghati, Navid	<i>Coopetition as a small firm strategy: Review and Future Research.</i> Letcher, Brett; Scheepers, Margarietha; Graham, Wayne	<i>Consumer Incivility: A Control Restoration Mechanism.</i> Singh, Gurbir; Mishra, Abhishek; Tripathi, Sanjeev; Tewari, Shruti			

1900-2300	Conference Dinner	Great Room
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<b>Friday 7 December 2018</b>		
0800	Registration opens	Great Room Prefunction
0900-1040	Institutional Members' Meeting <b>(ANZAM Institutional Heads/Reps only)</b>	Great 1

0900-1040 CONCURRENT SESSION SEVEN (100 mins/40 papers/2 workshops)												
	Delivered Sessions					Interactive Sessions			Workshops		Event	
Room	Great 2 (196/83)	Great 3 (168/72)	Great 4 (308/120)	Crystal 1 (150/84)	Crystal 2 (150/84)	Greys (60)	Chandelier (40)	Gallery 3 (40)	Gallery 4 (80)	Gallery 1 (40)	Great 1 (484)	
Stream	MKT DEL 2/PSNFP DEL 2	HRM DEL 4	TISCM DEL 1	GDI DEL 4	SSM DEL 2	HRM INTER 4	HMO INTER 2/PSNFP INTER 2	OB INTER 4/GDI INTER 3	WS 17	WS 18	Institutional Members Meeting	
Chair							Jane Banaszak-Holl		What constitutes a (theoretical) contribution in management learning and education research?	Neurodiversity. How it is changing the way researchers and practitioners approach talent management.	Academic Integrity in the Digital Age	
0900	<i>Effect of hotel green service encounters: Evidence from India.</i>  Mishra, Abhishek; Gupta, Ansh	<i>The creation of open theory – Bridging the theoretical divide between academia and practice.</i>  Hoppe, Magnus; Siebert, Steffi	<i>The relationship between social capital, knowledge acquisition, product innovation, and firm performance in Malaysian manufacturing firms.</i>  Saha, Ripan; Singh, Sharan	<i>Developing and understanding of equality within business schools.</i>  Dyer, Suzette; Hurd, Fiona	<i>[Re]framing change outcomes: Examples from smart farming technology change program.</i>  Bryant, Melanie; Higgins, Vaughan	<i>The Evolution, Use, and Effectiveness of Public Provisions for Workplace Mediation: A Comparative Study of Ireland and New Zealand.</i>  Curran, Deirdre; McAndrew, Ian	<i>Can professional identity be changed via an intervention? A systematic review.</i>  Dadich, Ann; Best, Stephanie; Beech, Christian; Robbé, Iain; Williams, Sharon	<i>Student gender and service quality ratings: A cross-national comparison in Asia Pacific region.</i>  Ong, Wee; Nankervis, Alan		Tine Köhler, April Wright, Martyna Silva	Anna Krzeminska, Charmine Härtel, Christina Anthony	
0920	<i>The Relationship between Endorser-Product Consistency and Consumer Brand Attitudes: A Moderating Role of Endorser Involvement.</i>  Yeh, Che-Yuan; Chen, Hui-Hua; Liang, Huai-Liang	<i>Development of Interest Based Assessments for Effective Talent Management.</i>  Cherian, Kelitha; T.J, Kamalanabhan	<i>R&amp;D Outsourcing Partner Selection: Factors Influencing Firms to Use Contract Research Organisations in Commercialising Biotechnology Innovations.</i>  Moore, Monique; Mazarrol Tim; Soutar, Geoffrey	<i>Integration-and-Learning or Something Else?: An Exploration of the Diversity Perspective Underpinning an Autism Employment Program.</i>  Spoor, Jennifer; Hedley, Darren; Canton, Emily; Bartram, Timothy; Dissanayake, Cheryl	<i>A Buddhist View of Managers' Moral Development in Ethical Decision-Making in Organisations in Sri Lanka.</i>  Jayawardena-Willis, Thushini; Pio, Edwina; McGhee, Peter	<i>Interview (Content and Process) Transparency: Effects on Interview Outcomes.</i>  Hyatt, Edward	<i>The Influence of Individualized Interventions on Adherence in Long-Term Pediatric Treatments: Understanding the Mediating Role of Primary Caregiver Perceived Value of Physician.</i>  Venkatraman, Krithika; Sudarsanam, Nandan; V, Vijayalakshmi	<i>The Impact of Group Silence on Group Outcomes.</i>  Zetna, Nate; Wang, Karyn; Nguyen, Helena; Johnson, Anya				
0940	<i>Effect of Rumors on Purchase Intention and Brand Attitude: Using Endorser as a Mediator.</i>  Lee, Chung-Xuan; Liang, Huai-Liang	<i>Measurement of the amount of change experienced by employees in three countries.</i>  Brazzale, Paulette; Cooper-Thomas, Helena; Haar, Jarrod; Smollan, Roy	<i>Managing Terminal Service Performance: In the Context of Indonesian Container Ports.</i>  Laksmana, Teddy; Shee, Himanshu; Thai, Vinh	<i>Flexible Work for the Inclusion of People with Disability and Carers of People with Disability.</i>  Olsen, Jesse; Sojo, Victor; Vargas-Saenz, Adriana; Schachtman, Rebecca; Köhler, Tine; O'Neil, Adrienne; Holland, Elise	<i>What compels elites to speak out against a disgraced peer? Findings from a natural experiment in Hollywood.</i>  Wohlgezogen, Franz; Roberts, Victoria; Wheeler, Melissa	<i>Individual performance: Do we measure it accurately?</i>  Palipane, Tharindu; Amarakoon, Upamali; Macht, Stephanie	<i>Addressing workplace bullying amongst healthcare staff by cultivating organizational compassion competencies.</i>  Simpson, Ace; Reddy, Prasuna; Farr-Wharton, Ben	<i>Menopause and work: The moderating effects of self-care on social-identity based impression management (SIM) strategies and work.</i>  Lim, Vivien; Teo, Thompson; Chan, Vivian				
1000	<i>Communication to mobilise consumers to reduce waste: A pilot study in Australia.</i>  Pearson, David; Mitsis, Ann	<i>The importance of people behaviour in project governance.</i>  Lo, Saide; Quifors, Stefan	<i>Sustainable Higher Education: A First, Systematic Literature Review on Information Security Management.</i>  Bongiovanni, Ivano	<i>Networking for women's career advancement and pay equality in Western Australia.</i>  Donzo, Hawa; Suseno, Yuliani; Lajom, Jennifer Ann	<i>Making sense of sustainability work.</i>  Williams, Tim; Edwards, Melissa; Angus-Leppan, Tamsin	<i>How HPWS enhance Manager's innovative behaviors? The mediating roles of manager ambidexterity.</i>  Uen, Jin-Feng; Teng, Shan-Kuei; Wu, Li-Chang	<i>How emotion promotes multidisciplinary healthcare: An examination of palliative care.</i>  Hodgins, Michael; Dadich, Ann; Bye, Jayne	<i>Worklife balance, emotional labour and life satisfaction amongst female academics of Pakistan.</i>  Naseem, Rabia; Faiz, Rafta				
1020	<i>Four Arenas of Public Value Creation: A Core Typology.</i>  Joyner, Kate	<i>An Exploration of Personal Values, Self-development and Job Performance In The Catholic Church.</i>  Thomas, Ismoyo; Newton, Cameron	<i>Enterprise IS implementations from A CSF Perspective.</i>  Ahmed, Zafor	<i>Challenging masculinity in business education - The case of Maya and Susanna.</i>  Lindell, Eva; Siegart, Steffi	<i>The emergence of organisational learning for sustainability at Sydney Theatre Company.</i>  Dalton, Valerie; Cooksey, Ray	<i>Measuring and validating the spiritual intention scale.</i>  Sulaiman, Rahizah; Toulson, Paul; Brougham, David; Lempp, Frieder	<i>Delivering Clinical Care in Aged Care Facilities: Contract Failure or Something more Sinister.</i>  Xerri, Matthew; Brunetto, Yvonne; Farr-Wharton, Ben	<i>A gender critique of liberal feminism and its impact on remedial techniques to eliminate the glass ceiling effects.</i>  Tran, Thao				

1040-1110	Morning Tea	Great Room Prefunction
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1110-1210	ANZAM Keynote Address: Professor André Spicer Chair	Great 1
1210-1300	Australian and New Zealand Academy of Management – Annual General Meeting <b>(All Delegates)</b>	Great 1

1300-1350	Lunch	Great Room Prefunction
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1350-1530 CONCURRENT SESSION EIGHT (100 mins/37 papers/3 workshops)													
Delivered Sessions					Interactive Sessions				Workshops			Events	
Room	Great 2 (196/83)	Great 3 (168/72)	Great 4 (308/120)	Crystal 1 (150/84)	Gallery 2 (20)	Crystal 2 (150/84)	Gallery 1 (40)	Greys (60)	Chandelier (40)	Gallery 3 (40)	Gallery 4 (80)	Great 1 (484)	
Stream	TISCM DEL 3	HMO DEL 2	OB DEL 5	GDI DEL 5/SM DEL 2	HRM DEL 5 (3 papers)	CONTH INTER 2	TISCM INTER 2/INT INTER 1	ESSB INTER 1	WS 19	WS 20	WS 21	Stream Chairs Debrief	
Chair	Yvonne Brunetto					Tim Bentley			Asia Academy of Management	Sustainable HRM: A Disruptive Change in the Field of HRM	Mixed Methods Research SIG: Advanced Data Integration and MMIRA Update.		
1350	<i>Challenges in forecasting uncertain product demand in supply chain: A systematic literature review.</i>  Abou Maroun, Elias; Zowghi, Didar; Agarwal, Renu	<i>Development and validation of the Patient-centred Compassionate Care Scale.</i>  Johnson, Anya; Fairbrother, Greg; Pidial, Kreshma; Yu, Nickolas; Nguyen, Helena; Wang, Karyn	<i>Empowering leadership and knowledge sharing behavior: Test of a parallel mediation model.</i>  Anwar Ul Haq, Muhammad; Ahmed, Ashfaq; Khalid, Shaista; Usman, Muhammad	<i>#hetoo: Exploring the role of expectancy violation and workplace gender ratio in perceptions of male targets of sexual harassment.</i>  Zacharko, Michelle; Murray, Duncan; Vilkinas, Tricia	<i>Mentor Autonomous Motivation and the Quality of Mentoring Relationship.</i>  Ayoobzadeh, Mostafa; Boies, Kathleen	<i>Detecting and managing the risk of dementia-related cognitive impairment among registered doctors and licenced pilots in New Zealand.</i>  Barney, Andrew	<i>The internationalization of Knowledge-intensive Business Services Firms (KIBS): A review of the literature.</i>  Wu, Mian; Forsyth, Darryl; D'Souza, Natalia	<i>A Systematic Review of the Literature on the Growth of Small Firms in BRIC Economies.</i>  Najmaci, Arash; Sadeghinejad, Zahra; Petrov, Leonid		Wayne Macpherson, Ajai Gaur, Jane Lu, Vikas Kumar	Sugumar Mariappanadar, Robin Kramar	Roslyn Cameron, Bob Cavana	
1410	<i>Mass customization in the supply chain in the era of the Fourth Industrial Revolution.</i>  Szozda, Natalia	<i>Retaining a Skilled Healthcare Workforce in Regional Public Hospitals: The Role of Personal and Organisation based Job Resources.</i>  Almeida, Shamika; Fernando, Mario; Munoz, Albert; Cartwright, Susan	<i>Social Network and Innovation Ambidexterity: The Mediating Effect of Adaptive Capability.</i>  Wang, Zhimin; Li, Honggui; Kwek, Choon Ling	<i>Addressing motivations behind diversity backlash by framing workplace policies as low-threat and low-competition.</i>  Perry, Ryan	<i>Exploring the fluid boundary between robust management and workplace bullying: An experimental simulation.</i>  Timming, Andrew; French, Michael; Fan, David; Preston, Alison	<i>Exploring the cognitive schemas of traditional business models as barriers to uptake of sustainable business models.</i>  Olesson, Erica	<i>Research Status of Supply Chain Digitalisation.</i>  Seyedghorban, Zahra; Tahernejad, Hossein; Meriton, Royston; Graham, Gary	<i>Entrepreneurial ecosystem development: Consolidating theory into a testable model.</i>  Lux, Andrei; Macau, Flavio; Brown, Kerry					
1430	<i>Adoption of Reverse Logistics in Food Companies.</i>  Rashid, Kamran	<i>How to promote brilliant renal care.</i>  Kippist, Louise; Fulop, Liz; Dadich, Ann; Smyth, Anne	<i>Spiritual values Effecting Employee's Helping Behavior: The Moderating Role of Islamic Work Ethic.</i>  Ahmed, Adeel; Arshad, Mohd Anuar; Mahmood, Arshad; Akhtar, Sohail	<i>Mothering the manager: The ageing material body in organizations.</i>  Cutcher, Leanne	<i>Operationalisation of Mindfulness at Workplace.</i>  Shahbaz, Wahab	<i>Exploring the paradoxes faced by social enterprises.</i>  Pendse, Maithily	<i>Returns Management: Implications for Omnichannel Environments.</i>  Reefke, Hendrik; Guesalaga, Rodrigo	<i>Developing new entrepreneurial business models for small charities: A case study of the UK.</i>  Urwin, Gerry					
1450	<i>Facilitating Network Operations Planning Framework Implementation: A Case Study of the VicRoads SmartRoads Framework.</i>  Hussain, Sairah; Sohal, Amrik; Delbosc, Alexa	<i>Delivering and sustaining change through implementation of a Management Operating System (MOS): The case of "Lean Thinking" in a New Zealand Hospital Pharmacy.</i>  Winstone, Tim; Scahill, Shane; Edwards, Margot	<i>Influence Mechanisms of Calling on Proactive Behaviours: Self-determination Theory Perspective.</i>  Gao, Xueyuan; Xue, Xiaozhou; Zhou, Wenxia; Jepsen, Denise	<i>Toward a theory of reference group determination: Longitudinal influences of organizations' historical performance comparisons.</i>  Wang, Jingyi; Shinkle, George	<i>Digitization and Servitization in SME Manufacturing.</i>  Matthews, Judy; Le Dain, Marie-Anne	<i>The Effects of Manufacturer Structural Embeddedness on the Network Rent: The Mediating Role of Supply Chain Governance.</i>  Swierczek, Artur	<i>Entrepreneurial ventures in the contemporary business environment: Integrating Work value ethics, organisational culture and design leadership.</i>  Choudhary, Ali; McMurray, Adela; Muenjohn, Nuttawuth						
1510	<i>Dynamics of Stakeholder Interaction and Perception in Project Management.</i>  La, Van; Elias, Arun; Brocklesby, John	<i>Caring for the Aged Care Workers in Western Australia.</i>  Dhakal, Subas; Nankervis, Alan; Burgess, John; Connell, Julia; Sutcliffe, Jacinta	<i>Intellectual humility and decision making: The role of need for cognition, prosocial motivation, and time pressure.</i>  He, Changqing; Ou, Amy Y.; Wang, Long	<i>Customer heterogeneity and innovation: A systematic review of the literature.</i>  Wijekoon, Amali; Salunke, Sandeep	<i>Embodied Leverage Practices for Sustainable Development in Organisation.</i>  Kuepers, Wendelin	<i>International Comparative Research on IoT-based Supply Chain Risk Management.</i>  Cui, Yu; Idota, Hiroki; Ota, Masaharu	<i>Unfolding the Role of Marketplace Resources in Forming Entrepreneurial Narratives.</i>  Abarashi, Jamal; Ferguson, Shelagh						

1500-1530	Stream Chairs Debrief	Great 1
1530-1600	Conference Close and Drinks	Great Room Prefunction